



Dated: the __//__ March, 2025

NOTIFICATION

No.P&D-SOA-1(19-1)/2026/1254 In continuation and partial modification of this Department's Notification No.P&D-SOA-1(1)/2025/266 dated, 1st October, and in pursuance of the decision of the Balochistan Provincial Cabinet taken in its meeting held on 08th January, 2026, regarding the "Amendment in the Policy for Hiring of Expert Human Resource for the Implementation of Strategic Initiatives of the Government of Balochistan", the following amendments and modalities for implementation are hereby notified with immediate effect:

1. The existing category of engaging fresh graduates as interns is hereby renamed as "Young Development Professionals (YDPs)".
The upper age limit for induction under this category is extended up to 35 years.
2. The engagement of two (02) Young Development Professionals, already hired with the approval of the worthy Chief Secretary, is hereby regularized ex-post facto.
3. The remuneration for Young Development Professionals shall be fixed at a minimum of PKR 200,000/- per month, and such engagement shall be for a period of one (01) year.
4. The Planning & Development Department shall advertise for hiring of YDPs for various departments where strategic projects are being implemented and shall maintain a central pool of CVs.
Any department desirous of engaging a YDP shall submit a request to P&DD along with specific Terms of Reference (TORs). Based on the TORs, P&DD shall evaluate suitable candidates from the available pool, followed by interviews of at least three candidates for one assignment by the designated committee.
5. A department may engage one to two (01-02) YDPs in a calendar year, subject to actual requirement and assessment by the Committee at the Planning & Development Department.
6. To expedite the process, hiring of YDPs may be undertaken on the basis of evaluation of CVs, followed by interviews by the committee headed by Additional Chief Secretary (Development), P&DD, and approval of the Chief Secretary, Balochistan.
7. Engagement of experts through consulting firms shall be for a period of up to twelve (12) months, subject to the remaining duration of the contract of the concerned firm.
8. Civil servants on special assignment may be engaged for a period of twelve (12) months.

All Administrative Departments are advised to ensure strict compliance with the above decision.

Zahid Saleem

Additional Chief Secretary (Dev:), P&D

NO AND DATED EVEN

copy is forwarded to:

1. The Additional Chief Secretary (Home), Government of Balochistan, Quetta
2. The Senior Member, Boars of Revenue, Government of Balochistan, Quetta.
3. The Chairman, Chief Minister Inspection Team, Balochistan.
4. The Principle Secretary to Chief Secretary, Balochistan.
5. The Principle Secretary to Governor, Balochistan.
6. The Secretary Provincial Assembly, Balochistan.
7. The (all) Administrative Secretary to GoB _____ Department
8. The Additional Secretary (Staff) to Chief Secretary, Balochistan.
9. PS to ACS (Dev:), P&D Department.
10. PS to Secretary (Planning), P&DD.
11. O/C SMFM/F


SYED YASIN AKHTAR
Section Officer (Admin:)
11/03/2026



Our Faith Corruption Free Pakistan
GOVERNMENT OF BALOCHISTAN
PLANNING & DEVELOPMENT DEPARTMENT
(Admin Wing)

Dated Quetta, dated ____ September, 2025

NOTIFICATION

NO. P&D-SOA-1(1)/2025/

In pursuance of the Provincial Cabinet approval given in its meeting held on 12th September, 2025, the following Policy for hiring of expert human resource for the implementation of strategic initiatives of the Government of Balochistan is hereby notified;

1. Introduction & Background:

The Government of Balochistan (GoB) is currently engaged in the planning and implementation of a large number of strategic initiatives, programs, and projects aimed at fostering sustainable economic growth, strengthening governance, and improving public service delivery across the province. These initiatives are primarily implemented through the respective Administrative Departments. To ensure their success, departments often require specialized, high-caliber, expert human resources for critical functions such as project planning and design, technical advisory services, monitoring and evaluation, and other specialized inputs that may not be available within their existing cadre. This policy is formulated to establish a standardized, transparent, and efficient framework to enable Administrative Departments to procure and utilize the services of expert human resources in a timely and effective manner, thereby enhancing the quality and outcomes of government initiatives.

2. Objectives:

Objectives of the proposed policy will include:

- i. To facilitate the Administrative Departments in accessing specialized expertise on demand.
- ii. To ensure a merit-based, transparent, and efficient process for hiring experts.
- iii. To optimize the use of available financial resources for human resource procurement.
- iv. To provide opportunities for skilled government officers and fresh graduates to contribute to strategic provincial projects.

3. Scope & Applicability:

This policy applies to all Administrative Departments of the Government of Balochistan seeking to hire external experts, government officers, or interns for the implementation of their development and strategic initiatives. This policy shall be read in conjunction with and shall not override the Balochistan Public Procurement Rules (BPPR) 2014 and any other relevant financial and administrative rules of the Government

- (ii) Minimum qualification, years and field of experience, and
- 4. Modes of Hiring:**

Administrative Departments may engage expert human resource through the following modes:

- i. **Hiring of Experts through a Consultancy Firm (Framework Agreement):** The Planning & Development Department (P&DD) shall pre-qualify and engage a reputable consultancy firm through a competitive process in accordance with the Balochistan Public Procurement Rules 2014 under a Framework Agreement. This firm shall be empanelled to provide a range of consultancy services to P&DD and, through it, to other Administrative Departments. The primary service under this modality will be the provision of individual experts with specific qualifications and experience as required by the user department.
- ii. **Engaging Civil Servants through Additional Assignments:** An Administrative Department may requisition the services of a government officer from BS-17 to BS-19 with a minimum of 10 years of experience and demonstrable expertise in a relevant area of public sector management and with preference to a foreign degree holder. The officer may be from any department or attached entity of the Government of Balochistan. The selected officer will be assigned a special task of a specified duration, which will be in addition to his/her regular duties, subject to the approval of the officer's parent department.
- iii. **Internships for Fresh Graduates:** An Administrative Department may request a certain number of interns (not exceeding 10 per department per financial year) to assist in the implementation of initiatives. Interns shall be fresh graduates, with no more than two (02) years having elapsed since their graduation and must possess a good understanding and skills directly relevant to the specified assignment.

5. Approval Mechanism:

- i. **Constitution of Selection Committee:** A Selection Committee is constituted to review all proposals for engagement of experts under this policy and submit the same to Chief Secretary Balochistan for approval. The Committee shall comprise of:
 - a. Additional Chief Secretary (Development), P&DD - Chairman
 - b. Secretary of the concerned Administrative Department - Member
 - c. Secretary (Planning), P&DD - Member
 - d. Representative of the Finance Department (not below BS-18) - Member
 - e. Representative of the Services & General Administration Department (not below BS-18) - Member
- ii. The Administrative Department requiring expert services shall submit a formal request to the P&DD containing the following information:
 - a. Type of human resource required (Expert via Firm / Government Officer / Intern).
 - b. Detailed justification and nature of requirement, including:
 - (i) Number of personnel required.
 - (ii) Minimum qualification, years and field of experience, and specific skills required.

- (ii) Minimum qualification, years and field of experience, and specific skills required.
 - (iii) Proposed duration of engagement (which shall not exceed the remaining months of the ongoing financial year).
 - (iv) A clear description of the assignment, key deliverables, and Terms of Reference (ToRs).
 - (v) Justification for the proposed remuneration per month, aligned with the policy's financial parameters.
- iii. **Committee Process:** The P&DD will convene meetings of the Selection Committee as and when proposals are received. The Committee will thoroughly examine each proposal based on its merit, necessity, alignment with project goals, and financial justification. The Committee's recommendations and approval of the Chief Secretary Balochistan, approval with modifications, or rejection, shall be final.

6. Financial Parameters & Remuneration:

- i. **Experts hired through the Consultancy Firm:** The remuneration for individual experts shall be paid directly by the consultancy firm based on the agreed rates in the Framework Agreement between P&DD and the firm. The user department will release funds to P&DD for this purpose.
- ii. **Government Officers on Additional Assignment:** Officers assigned special tasks shall be paid a monthly honorarium in addition to their regular salary, at the following fixed rates:
 - (a) BS-19: Rs. 100,000/-
 - (b) BS-18: Rs. 80,000/-
 - (c) BS-17: Rs. 50,000/-
- iii. **Interns:** Each intern engaged shall be paid a fixed stipend of Rs. 50,000/- per month.
- iv. **Allocation of funds:** Government of Balochistan has earmarked funds to the tune of PKR-500 Million, as Implementation Cost (current side) of Strategic Projects. This policy would cover the utilization of these funds, and activities mentioned in this policy would be funded through funds mentioned under Implementation Cost Category of Strategic Project

7. Implementation & Notification:

- (i) On recommendations of the Selection Committee and upon approval by the Chief Secretary Balochistan, the P&DD shall issue a formal notification of the engagement/assignment, copying the concerned Administrative Department, the Finance Department, and, where applicable, the parent department of the government officer.
- (ii) The concerned Administrative Department shall be responsible for the day-to-day supervision and management of the engaged expert/officer/intern and for certifying their work for payment processing.
- (iii) All engagements are temporary, co-terminus with the specified assignment, and do not confer any right for regular appointment in the Government service.

8. Review:

This policy shall be reviewed biennially by the Planning & Development Department to assess its effectiveness and make necessary amendments.

(Zahid Saleem)
Additional Chief Secretary (Dev:), P&DD

No and Dated Even

Copy forwarded to:-

- 1) The Additional Chief Secretary (Home), GoB, Quetta.
- 2) The Senior Member (s) Board of Revenue, Balochistan
- 3) The Chairman, Chief Minister Inspection Team, Balochistan.
- 4) The Principle Secretary to Chief Minister, Balochistan.
- 5) The Principle Secretary to Governor, Balochistan.
- 6) The Secretary, Provincial Assembly, Balochistan.
- 7) The (all) Administrative Secretaries to GoB, _____ Departemnt,.
- 8) The Additional Secretary (Staff) to Chief Secretary, Balochistan, Quett.
- 9) The Joint Chief Economist, P&DD.
- 10) All the Chief of Sections, P&DD.....
- 11) PS to ACS (Dev:), P&DD.
- 12) PS to Secretary (P) P&DD.
- 13) O/C M/F SMF



(RASHEED AHMED)
Section Officer (Admin:)